

parties must seek court approval for the proposed settlement.¹ The court may enter a stipulated judgment after scrutinizing the settlement for fairness.² Typically, courts regard the adversarial nature of a litigated FLSA case to be an adequate indicator of the fairness of the settlement.³ Courts approve FLSA settlements when they are reached as a result of contested litigation to resolve bona fide disputes concerning a plaintiff's entitlement to compensation under the FLSA.⁴ "In essence, the Court must ensure that the parties are not, via settlement of the plaintiffs' claims, negotiating around the clear FLSA requirements of compensation for all hours worked, minimum wages, maximum hours, and overtime."⁵ If the proposed settlement reflects a reasonable compromise over contested issues, the settlement should be approved.⁶

Having reviewed the terms of the settlement here, the Court determines that the settlement is both fair and reasonable. The Court notes that the parties have litigated this matter since 2015. The parties exchanged records and mediated the claims. Both parties believe the agreement to be fair and reasonable, which weighs in favor of approval where, as here, the parties have engaged in discovery.⁷ The Court approves the parties' settlement of their FLSA claims and the parties' Motion is **GRANTED**. All claims shall be dismissed with prejudice.

IT IS SO ORDERED.

s/ S. Thomas Anderson
S. THOMAS ANDERSON
CHIEF UNITED STATES DISTRICT JUDGE

Date: April 10, 2017

¹ *Lynn's Food Stores, Inc. v. United States*, 679 F.2d 1350, 1353 (11th Cir. 1982).

² *Id.*

³ *Id.* at 1353-54.

⁴ *Id.* at 1353 n.8.

⁵ *Collins v. Sanderson Farms, Inc.*, 568 F. Supp. 2d 714, 719 (E.D. La. 2008) (citing 29 U.S.C. §§ 206, 207).

⁶ *Lynn's Food Stores*, 679 F.2d at 1354.

⁷ *Gentrup v. Renovo Servs., LLC*, 1:07CV430, 2011 WL 2532922 (S.D. Ohio June 24, 2011).